

**SIDELETTER AGREEMENT AMENDING THE MEMORANDUM OF
UNDERSTANDING
BETWEEN EAGLES AND THE CITY OF MOUNTAIN VIEW
JULY 1, 2006-JUNE 30, 2010**

The EAGLES and the City of Mountain View have negotiated a one year extension (expiring on June 30, 2011) of the existing contract (expiring on June 30, 2010) and the parties do agree to adopt this side letter agreement to the current MOU as follows:

• **SALARY**

Salary-Year 1 (Fiscal Year 2009-10)

As set forth in the current MOU, effective the first pay period ending in July 2009, the City shall increase the salary ranges for classifications in the bargaining unit by three and two-tenths percent (3.2%). All increases shall be computed to the nearest one-tenth of a percent (0.1%) and rounded to the nearest penny in accordance with procedures established by the Employee Services Director and Finance and Administrative Services Director or their designees.

Salary-Year 2 (Fiscal Year 2010-11)

Effective the first pay period ending in July 2010, the City shall increase the salary ranges for classifications in the bargaining unit by zero percent (0%).

If any other labor groups that do not have a previously agreed to cost-of-living adjustment (COLA) for Fiscal Year 2010-11 gets an increase for that year, the City would reopen on a salary adjustment in Fiscal Year 2010-11.

All other terms and conditions of employment established by the Memorandum of Understanding for July 1, 2006-June 30, 2010 to remain status quo for the term of this extension.

SIGNED:

EAGLES

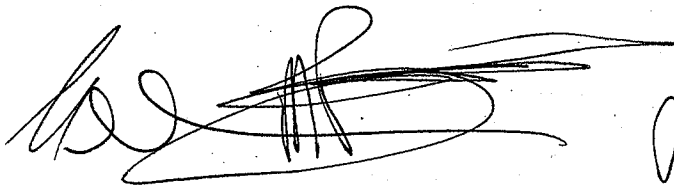


Fred Irwin, President
EAGLES Employees Association

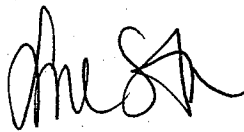
CITY




Kathy Farrar
Employee Services Director



Ellis Berns, Board Member
EAGLES Employees Association



Sue Smith
Senior Personnel Analyst



Beverly Stenson, Board Member
EAGLES Employees Association

DATED: September 2, 2009